

Montana DBE Room

September 25th
5:00- 9:00pm
Jorgenson's Inn
1714 11th Avenue, Helena
Room 156

Sign in at the DBE room on what MDT highway construction projects you plan to provide quotes. Come to the DBE Room to meet prime bidders and get a list of all prime contractors bidding on MDT Highway Construction projects with their contact information and request for subcontractor quotes. Copies of plans and specifications are available. Access to computer, fax, and copier is also available. Assistance with preparing bid proposals is also available upon request. DBEs must sign in at DBE room or send lists of projects you plan to quote to Rebecca before 4:00pm on September 25th. Thank you.

MONTANA DBE PROGRAM

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2003 STIP – Statewide Transportation Improvements Program

List of major transportation projects planned for Montana for the next three federal fiscal years, which includes Aeronautics, Rail, Highway, Public Transportation and Federal Lands Highway projects. STIP also lists a number of new projects that have been proposed. View draft 2003-2005 STIP report at <http://www.mdt.state.mt.us> and click on Transportation Planning or call Rebecca for a copy.



Scott Construction, Cedar Street Exchange, Helena, MT

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Introducing Bamby Campbell

Bamby is helping me (Rebecca) in the DBE Supportive Services office in the mornings. She will handle the clerical work to allow me time to work more closely with the DBE companies. Now a few words from Bamby...

After being gone from Montana for 30 years, I'm thrilled to be back in Montana to live.

While in the Seattle area for the past 20 plus years I was Operations Manager of a medium sized silkscreen and embroidery company. We specialized in garments for seasonal visitors and were a vendor for companies such as J.C. Penney, Sears, Fred Meyer, as well as numerous smaller businesses. As Operations Manager my duties included coordinating orders from receipt through production, shipping and invoicing. I sourced both equipment purchases and garments and was responsible for hiring most employees and in general saw that all the day-to-day activities went smoothly

I graduated from Helena Senior High and the University of Montana, Missoula becoming a high school math teacher. My children are grown with families of their own and haven't discovered the joys of living in Montana but I'll work on them.

After working with Rebecca for just a few days, I'm excited about the job and am looking forward to working with the DBE companies and helping with the execution of her many plans and ideas for improving everyone's opportunity for successful business.

DBE Company Monthly Update

Newly DBE -Certified Companies

- ? Three Way Construction, Inc., Joseph Raya, Black Eagle, MT, Curb and Gutter, Concrete Forming and Finishing, Driveways, Sidewalks, Remolding, Retaining Walls.
- ? Northern Analytical Laboratories, Inc., Kathleen Smit, Billings, MT, Soils Testing, Inhouse Laboratory, Industrial Hygienist, Laboratory Services, Environmental Laboratory Services

Recently Re -Certified DBE Companies

- ? Claudia Montagne, Public Health Consultant, Claudia Montagne, Helena, MT, Technical Report Writing, Grant Writing, Health Care Training, Preparation of Grant/Proposals, Program Planning
- ? Crooked Fork Fencing, Inc., Kella Babcock, Lolo, MT, Fencing
- ? Valley Illuminators, Polly Valley, Federal Way, WA, Manufacture, Supply, and Install Construction and Highway Signs
- ? Silverstar, Inc. d/b/a Mann Trucking, Janice Wandler, Dickinson, ND, Hauling Road Oils, Liquid Asphalt and Asphalt.
- ? Martinez Corporation, Anthony Martinez, Eagan, MN, Mapping Digital Planimetric and Topographic.
- ? Poteet Construction, Inc., Debora Poteet, Missoula MT, Cold Milling, Rumble Strips, Roto Milling, Supply Traffic Control Devices, Traffic Control, Permanent Signs, and Pilot Car Services.
- ? McDevitt Associates, Inc., Pamela McDevitt, Billings, MT, Environmental Impact Studies, Assessments or Statements, Consultant Work for Hazardous Waste Management, Phase I Site Assessments, Wetland Delineation and Mitigation.
- ? Johnson Trucking, Terry Johnson, Mission, SD, Cold Milling, Gravel Laydown, Crushing, Truck Hauling for Dirt/Aggregate Supplies
- ? Beck Consulting, Barbara Beck, Red Lodge, MT, Cultural Diversity, Planning, and Management Consulting, Management and Communication Training, Public Facilitator, Writing & Editing, Team Building



Somewhere In Southern California. Photo submitted by Dave Udey, MDT

For the record...

Source: Steve Garrison, MDT Legal Services

On May 30, 2002, Gloria Hitchcock, president of Circle G Construction of Toston, was debarred by the Department for a period of three (3) years. Under the Administrative Rules of Montana, neither she nor any firm in which she has any level of interest, ownership or control may bid on or participate in any way in any Department project during that three-year period.

The debarment occurred due to repeated non-payment of a supplier, and her failure to respond to the Department's initiation of debarment proceedings.

Ms. Hitchcock had been a certified DBE in Montana until the events mentioned above. As a result of the non payments, which are a violation of the Department's DBE Program and the CFRs, her certification was suspended, and then removed by the MDT Civil Rights Bureau.

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Montana Travel Info

24-hour voice response real time information

- ? Winter Driving Conditions
- ? Weather Forecast Information
- ? Construction Information
- ? Road Closures and Major Delays
- ? Weight and Speed Limit Restrictions

EEO TIPS & INFO: August 2002 MATERNITY and PREGNANCY

Source: Vicky Koch, MDT Civil Rights Bureau

The Pregnancy Discrimination Act **provides equal job opportunities and protections to women affected by pregnancy and related conditions.**

Employers can't fire – or refuse to hire or promote – a woman for pregnancy related reasons, they must receive the same benefits as other employees. In other words, they're entitled to the same insurance, leaves, and other benefits as employees temporarily unable to work for other medical reasons. An employer may not specify the time that maternity leave commences.

Q. Are Employers required to offer paid maternity leaves?

A. No. They must offer pregnant women the same benefits, including leaves, as employees with other temporary disabilities. Having a baby also qualifies for an unpaid leave if the employer is covered by the Family and Medical Leave Act.

Q. Can special conditions be applied to pregnancy leave?

A. No. If an employer allows leave for temporary disabilities not related to pregnancy, it may not deny leave for pregnancy-related disabilities or apply different terms or conditions to such leave. An employer must use the same procedures to determine a pregnant employee's ability to work as it uses to determine a temporarily disabled employee's ability to work. When the employer is covered by FMLA and the pregnant woman has complications prior to the birth, she would qualify for unpaid FMLA leave.

Q. Can male and female employees be treated differently when requesting time off the job to care for a new child?

A. Title VII prohibits an employer from treating male and female employees differently when such employees request time off the job to care for a newborn child. For example, suppose an employer offers female employees up to 12 weeks of unpaid maternity leave to recover from pregnancy and to care for the newborn baby, but denies childcare leave for men. The employer can justify its different policies toward men and women only for the period of leave associated with recuperation from pregnancy and childbirth. Beyond that period, it must offer the same childcare benefits to men and women. When the employer is covered by FMLA both the male and female are entitled to 12 weeks of unpaid FMLA leave.

August 2002 Highway Construction Project Bid Opening Results

Thursday, August 22nd was the bid opening for August 2002 bid letting. The apparent low bidders (not awarded) are:

<u>Project</u>	<u>Apparent Low</u>	<u>Bid</u>
STPP-NH-STPX 0002(506)	Martin Construction, Inc.	\$1,441,748
D4 Culverts - South		
NH 11-1(37)31	Riverside Contracting, Inc.	\$1,199,336
Turnbays - Emigrant		
STPP 22-1(7)8	M K Weeden Construction, Inc.	\$4,064,874
Flaxville - E & W		
STPP 29-1(39)42	Jim Gilman Excavating, Inc.	\$ 479,150
Main Street - Twin Bridges		
STPHS 90-6(96)317	Omo Construction, Inc.	\$ 81,132
Median Rail - Bozeman Pass		
BR 308-1(23)0	Tamietti Construction Co., Inc.	\$ 998,351
Rock Creek - Red Lodge		
STPHS 532-1(4)12	J and S Construction, Inc.	\$ 131,255
Slope Flattening - North of Laurel		
STPU 1020(15)	Scott Long Construction, Inc.	\$ 547,393
Montana Ave. Overpass - Billings		
SMP 5699(03)	Fisher Sand and Gravel, Co.	\$ 642,950
Billings District Crush & Stockpile		
BR 9010(11)	Sletten Construction Company	\$ 656,349
Poplar River - Northwest of Scobey		
BR 9014(22)	Wickens Construction, Inc.	\$ 222,735
McDonald Creek - SW of Grass Range		
STPP 69-1(37)38	Helena Sand & Gravel, Inc.	\$4,003,627
Main Street - Boulder		
STPP-NH-STPX 0002(506)	Martin Construction, Inc.	\$1,441,748

MDT Position on Metrics

Source: MDT District Administrators Meeting May 8

MDT has been given direction to go back to English unless there is any reason not to. Only three states will stay with metric, California, New York and New Hampshire. MDT will continue to collaborate and work together. There will be an announcement. It is going to take a long time to convert to English. Joel said it would take a decade to convert back.

Please contact Rebecca if you would like a copy of these minutes.



Montana Lines, West Yellowstone Signal

New Wage Rates Effective 8/30/2002

There has been an increase in the **Highway** construction wage rates, General Decision # MT020002.

The changes are as follows.

- **Carpenters** were \$17.71 with a fringe of \$3.90.
They are now \$19.55 with a fringe of \$5.15.
- **Line Construction Equipment Operators ONLY** were \$17.60, with a fringe of \$4.40.
They are now \$19.16 with a fringe of \$5.05.

The Grounds man classification listed in the Line Construction had an increase on the fringe only to \$5.05. If you want a new set of rates please contact Rebecca 800-883-5811 or Alice Flesch at 406-444-6331.

Quote of the Month

We could learn a lot from crayons; some are sharp, some are pretty, some are dull, some have weird names, and all are different colors... but they all exist very nicely in the same box. *Unknown Author*

Billings Business Students Seek Local Businesses

Senior business majors in the MSU-Billings are seeking local business clients to conduct field case studies under the supervision of faculty. Projects may include developing business or marketing plans, competitor or feasibility studies, information or accounting system analysis, or business valuations, for established businesses for a January 2002 project start date. Call Rebecca for further details. \$100 fee is reimbursable.

Employers... Did you know?

SOURCE: John Andrew, Bureau Chief, MT Dept of Labor and Industry, 406-444-4619, joandrew@state.mt.us

Major problems that come to Department of Labor are due to poor communication between employer and employee.

Montana is no longer an At Will Employment State. You must have good cause to terminate employees past the probationary period. If the employer does not have a policy/procedure for probationary period, it is assumed the period is 6 (six) months. An employer can fire an employee during the probationary period without showing good cause. After the probationary period, the employer must show good cause for termination after the six-month period.

Be careful whom you classify as exempt (salaried) employees. It must be a bona fide executive, administrative, or professional capacity. Exempt employees are salaried and do not receive overtime. All employees (except public employees with a few other exceptions) are to be paid overtime, no comp time for your employees. If your employee works more than 40 hours in a week, you must pay overtime wage rate of not less than 1.5 times the hourly wage rate. Use Overtime as a tool – look closely to the reason your employee is accumulating so much overtime. Can you make the work place more productive, buy a newer piece of equipment, or analyze personnel problems. Is there a more efficient way to do the work?

An employer is not required by any current law to provide annual leave, sick leave, or holiday pay. It is a business choice. Once a business creates the policy, it must be provided. Vacation pay is based on wages paid. If an employee earns vacation pay after one year of employment, that is the employees earned wages – the employer must pay that vacation if the employee terminates. Clarify your policy – communicate it with your employees. You can have a policy change but it cannot forfeit wages or time earned. It will not be recognized. An employer can put a cap on how much vacation time is earned but you cannot make an employee forfeit annual leave earned to that point. The employer must pay wages for that time period within 10 days after the pay period has ended. You can pay travel at a different rate than you currently pay for other work. There is no Montana law that employers must provide certain breaks for so many hours worked. It is up to the employer and the business policy and procedures.

Claims against employers are due mostly to poorly written policies and procedures.

The local Job Service office will provide employers with assistance regarding questions about wages, employment laws, employer/employee issues. They will analyze your business policies and procedures for possible violations.

MT Contracting Opportunities

RFQ 10-02-037 Smoke Detector Wiring and Installation, Reponse Date Sept 30, 2002, For the Billings Area Indian Health Service is enacted to provide all labor, materials and equipment for the wiring and installation of 119 smoke detectors at the USPHS Indian Health Service Hospital on the Crow Indian Reservation in Crow Agency, Montana. This RFQ and specifications mailed out to requesting contractors on Wednesday, September 18th. Please contact the Billings Area Indian Health Service to get on the mailing list or request a copy of the Solicitation package. Jay Windy Boy, Purchasing Agent, Billings, Montana 406.247.7064, Fax 406.247.7108, Email jay.windyboy@mail.ihs.gov <http://www.epsgov/spg/HHS/IHS/IHS-BILLINGS/RFQ-10-02-037/listing.html>

ESQ020044, Visual Resource Management Inventory to assist in the completion of an environmental impact statement (EIS) for proposed gas field development in the Blackleaf Study Area, Request for Quotation. Response Date: Sept 20, 2002. The proposed award is 100% set aside for small business concerns. Quotes are due September 20, 2002, Bureau of Land Management, Lori Mading, 406-896-5196. The project is a Visual Resource Management Inventory, Contrast Rating and Mitigation of the Blackleaf Gas Field. <http://www.epsgov/spg/DOI/BLM/NBC/ESQ020044/listing.html>

RFP R1-10-03-2 Holbrook Creek Trail No. 131 & Bartlett Creek Trail No. 129. The Flathead National Forest is advertising a Pre-Solicitation Prospectus for construction/reconstruction trail work on the Spotted Bear Ranger District, Powell Co., MT. The project and access trails to the project are located within the Bob Marshall Wilderness Area. The project consists of trail construction reconstruction work on 1.8 miles of Holbrook Creek Trail and 4.5 miles on Bartlett Creek Trailing including clearing and grubbing, excavation, switchbacks, tread work, waterbars, ditches, culverts, turnpike construction and repair, and shallow stream fords. Some rock blasting will be necessary. The solicitation is scheduled to be issued the winter of 2003. Barbara Venturini, Procurement Technician, 406-758-5318, Fax 406-758-5363, Email bventurini@fs.fed.us http://www.epsgov/spg/USDA/FS/0385/RFP_R1-10-03-2/listing.html

RFQ R1-10-03_3 Spotted Bear River Trail No. 83. The Flathead National Forest is advertising a Pre-Solicitation Prospectus for construction/reconstruction trail work on the Spotted Bear Ranger District, Flathead County, MT. The project consists of 3.8 miles of trail construction/reconstruction work including clearing and grubbing, excavation, switchbacks, tread work, waterbars, ditches, culverts, turnpike construction and repair, and shallow stream fords. The solicitation is not currently available and is scheduled to be issued the winter of 2003. A Pre-bid Tour is not scheduled; however, prospective quoters are encouraged to visit the project on their own prior to winter conditions closing the area. Vicinity Map, Project Map, and an Estimated Summary of Quantities are available from the Flathead National Forest. Barbara Venturini, Procurement Technician, 406-758-5318, Fax 406-758-5363, Email bventurini@fs.fed.us http://www.epsgov/spg/USDA/FS/0385/RFQ_R1-10-03_3/listing.html

R1-12-02-032 Helena National Forest Roof Replacement, Response Date: October 15, 2002, The purpose of this project is to replace existing roofs on 5 structures on the Helena National Forest; the administrative site building and the barn both located on the Helena Ranger District and two Government-owned houses and a guard station on the Lincoln Ranger District. Work consists of installing new siding, soffits, fascia, roofing, downspouts, gutters and removal of existing roofing, downspouts and gutters and related work. Estimated issue date for this solicitation is September 20, 2002. Completion date for structures on the Helena Ranger District is November 15, 2002. Call Scott Craigle at 406-449-5201, ext. 264, for technical details. To respond to this notice send a written request either by mail to the address above or by faxing to 406-449-5081, ATTN: Procurement Assistant. Debbie Willett, Procurement Assistant, Phone 406-449-5201, Fax 406-449-5081, R1_HELENA_AQM@FS.FED.US <http://www.epsgov/spg/USDA/FS/03H6/R1-12-02-032/listing.html>

RFP03-643D Baseline Inventory of Thompson/Fisher Conservation Easement, Response Date: October 4, 2002, Devin Garrity, 406-444-3320, 406-444-2529 FAX, dgarrity@state.mt.us The STATE OF MONTANA, Department of Fish, Wildlife & Parks request proposal for a baseline inventory of the Thompson/Fisher Conservation Easement. The baseline inventory serves to document the condition of property at the time of transfer of ownership. A baseline inventory is especially necessary to accompany a conservation easement. The inventory is used as evidence of the condition of the property if, in the future, there is dispute over the management of the property in regards to the terms of the easement. The baseline inventory is primarily used in legal proceedings, and comprises an inventory of the flora and fauna on the land, structures, water reservoirs, springs, and other significant features <http://www.discoveringmontana.com/doa/GSD/content/BidsProposals/IFBSRFPS/Cat06.htm>

HWY-306684-RR Traffic Signal Installation Bozeman, The work at N 19th Avenue and Tschache Lane involves a new traffic signal and overhead sign mounting. The work at N 19th Avenue Interchange westbound off-ramp involves a new traffic signal, overhead sign mounting, epoxy pavement marking and plastic pavement marking removal. Contractor will install 2 traffic signals, overhead sign mounting and pavement marking application and removal. Response Date: Sept 24, 2002 3:00pm Ric Ranf MDT 444-6379 <http://www.mdt.state.mt.us/bids/bids.htm>

HWY-306677-JY Rockfall Hazard Classification and Mitigation System, The objective of this project is to develop a comprehensive "Rockfall Hazard Classification and Mitigation System" for use on Department's state maintained roadways. Conduct a literature review to obtain the latest information on existing rockfall hazard classification and mitigation systems. Submit a detailed plan on the implementation of the product as stated in the objective. Responses to written questions distributed September 12, 2002. Deadline for receipt of proposals October 3, 2002. <http://www.mdt.state.mt.us/bids/bids.htm>

MDT Highway Construction Projects Invitation for Bids

For the quickest and most complete information of these projects as they are advertised for bid, go to the web site <http://mdt.state.mt.us/ctrct/contract.htm> and click on Invitation for Bids. While the newsletter has notices posted, do not rely on this information alone.

Invitation for Bids, Letting of September 26, 2002

Sealed bids on the following projects will be received by the MDT-Highways Division, Contract Plans Section, Room 101, 2701 Prospect, Helena, MT until 900am on September 26, 2002. Bids proposals, plans, cross-sections, and full instructions to bidders are on file for examination, and may be obtained from the Contract Plans Section or go to web site <ftp://ftp.mdt.state.mt.us/contract/orderform.pdf> for order form. These documents may be requested by FAX (406) 444-7236, by mail or by calling (406) 444-6216, 6212 or 6215.

1. **Glacier Airport-North, State Project No. SFCP 1-2(119)129** Leveling, PMS Overlay, Seal and Cover on 7.356 kilometers of the Glacier Airport-North project in Flathead County. No DBE Contract Goal.
2. **Shelby-West, State Project No. SFCN 1-4(27)271** Plant mix overlay and seal & cover on 11.4 kilometers of the Shelby-West project on US 2 in Toole County. No DBE Contract Goal.
3. **Musselshell-East & West, Federal Aid Project No. STPP 14-5(18)189.** Grading, gravel and plant mix surfacing on 10.4 kilometers of the Musselshell-East & West road on US 12 in Musselshell County. DBE contract goal is 3.0%.
4. **D-4 Culverts-North, Federal Aid Project No. NH 0002(505)** Drainage improvements at eight locations on the D4 Culverts-North project in the Glendive Financial District in Phillips, Roosevelt and Dawson Counties. DBE goal is 0.0%.
5. **1998-D5-Signing, Federal Aid Project No. STPHS 0002(626)** Signing and delineation on the 1988-District 5-Signing project in Big Horn and Carbon Counties at the following two locations. DBE contract goal is 0.0%.
6. **Loma-Box Elder, State Project No. SFCN 10-2(27)52** Plant mix overlay, leveling, seal and cover on 59.0 kilometers of the Loma-Box Elder Road on US 87 in Chouteau County. No DBE Contract Goal.
7. **Wolf Creek-North & South, State Project No. SFCI 15-4(96)218** Mill, fill, seal and cover on 17.486 kilometers of the Wolf Creek-North & South project in Lewis and Clark County. No DBE Contract Goal.
8. **North of Helena-North & Helena-North, State Project Nos. SFCI 15-4(97)200 & SFCI 15-4(98)196** SFCI 15-4(97)200 Seal and cover on 27.4 km of the North of Helena-North project in Lewis and Clark County. SFCI 15-4(98)196 Seal and cover on 7.6 km of the Helena-North project in Lewis and Clark County. No DBE Contract Goal.
9. **Broadus-East, Federal Aid Project No. NH-STPE 23-2(24)76F** Grading, a gravel or cement treated base course, plant mix overlay and seal and cover on the Broadus-East project in Powder River County. DBE contract goal is 0.0%
10. **Madison River-East, Federal Aid Project No. STPP 84-2(4)12** Grading, gravel and plant mix bituminous surfacing on the Madison River-East project in Gallatin County. DBE contract goal is 0.0%.
11. **Dena Mora Rest Area, Federal Aid Project No. IM 90-1(138)5** Rest Areas, site improvements, landscaping and related work at the Dena Mora Rest Area in Mineral County. DBE contract goal is 0.0%.
12. **4 Km East of Glendive-East, State Project No. SFCI 94-6(46)218** Plant mix overlay and seal and cover on the 4 km East of Glendive-East project in Dawson County. No DBE Contract Goal.
13. **6 Km South of Big Timber-South, Federal Aid Project No. STPS 298-1(7)4** Grading, aggregate surfacing, plant mix bituminous surfacing, seal and cover on 7.1 kilometers of the 6 kilometers South of Big Timber-South project on Secondary Route 298 in Sweet Grass County. DBE contract goal is 0.0%.
14. **West Fork Stillwater-Structures, Federal Aid Project No. BR 419-1(9)21** Grading, gravel and construction of two 24.0 m prestressed concrete structures on the West Fork Stillwater-Structures project in Stillwater Co. DBE goal is 0.0%
15. **Great Falls District Crush & Stockpile, Federal Aid Project No. SMP 1899(03)** The crushing and stockpiling of material for five maintenance stockpiles in the Great Falls District in Glacier, Pondera and Toole Cos. DBE goal is 0.0%.
16. **Great Falls District Crush & Stockpile, Federal Aid Project No. SMP 2199(03)** The crushing and stockpiling of material for four maintenance stockpiles in the Great Falls District in Blaine, Hill, and Liberty Cos. DBE goal is 0.0%.
17. **Missoula District Crush & Stockpile, State Project No. SMP 3199(03)** The crushing and stockpiling of material for two (2) maintenance stockpiles in the Missoula District in Mineral and Missoula Counties. No DBE contract goal.
18. **6th Street NW-Central to NW Bypass, Federal Aid Project No. STPU 5201(11)** Grading, gravel, P.C.C.P. surfacing, storm drain and watermain on 0.9 km of Federal Aid Urban 5201, in the City of Great Falls, Cascade Co. DBE goal is 0.0%
19. **Swan River-W of Condon, Federal Aid Project No. BR 9032(33)** Reconstruction of graveled approaches and a new 35-m prestressed concrete bulb tee structure on the Swan River-W of Condon project in Missoula Co. DBE goal is 0%.
20. **Arrow Creek-NE of Worden, Federal Aid Project No. BR 56788(5)** Remove existing structure, new 2700 mm X 2400 mm double reinforced concrete box, grading, gravel surfacing, plant mix surface overlay, seal and cover on 140 m of the Arrow Creek-NE of Worden project in Yellowstone County. DBE contract goal is 0.0%.

**DBE Supportive Services , Civil Rights Bureau
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Helena, MT 59620-1001
800-883-5811
TTY (800) 335-7592**

ADDRESS CORRECTION REQUESTED



Rebecca Johnson and Gordon Whitford, Rocky Boy, MT



Flagger with Kirby King, Ft Belknap TERO Director,
at Ft. Belknap East Project

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